



NPC FORCM WEEKLY

20-24 August 2012



Career progression, community management, personnel matters, and general information from the desk of the Navy Personnel Command, Force Master Chief, FORCM Jon Port

CAREER DEVELOPMENT BOARDS SET A SAILOR'S COURSE

The Chief Petty Officer list is out. The active and Reserve board's reviewed nearly 20,000 first class petty officers and these high numbers are a stark reminder of the importance of Career Development Boards. Along with honest performance documentation in evals, the CDB is key in two-way communication with Sailors. A CDB provides Sailors the opportunity to discuss their career progression, the health of their rating, and their short and long-term goals for the future. The beauty of CDBs is that when properly conducted, they are documented in the Career Information Management System (CIMS) on NSIPS and stays with the Sailor even when they go from one command to a new one. CDBs provide enlisted Sailors the opportunity for optimal development of professional skills, both military and technical; This is a key tool in unit readiness, job satisfaction and ultimately the retention and advancement of our Sailors.

FLEET ENGAGEMENT - PENSACOLA

Next week, representatives from Navy Personnel Command's Fleet Engagement Team will be in Pensacola, FL to meet with Sailors and discuss the latest personnel policies and initiatives impacting the Fleet. The team will discuss recently announced initiatives like Limited Directed Detailing, Chief Petty Officer (CPO) Early Return to Sea, as well as Voluntary Sea Duty Program, all designed to ensure high-priority billets at sea are manned. Additional briefs will focus on Navy force management initiatives including Fleet RIDE Perform-To-Serve (FR-PTS), enlisted and officer community health and recent changes to Career Management System Interactive Detailing (CMS/ID) the web-based program enlisted Sailors use to review and apply for Permanent Change of Station (PCS) orders. The changes to CMS/ID are part of the Navy's coordinated effort to aggressively address gaps at sea and place Sailors with the right experience levels and skill sets into high-priority Fleet billets. Detailers will fill all advertised billets each cycle so it is important that Sailors understand how this may impact them. The team will conduct briefs at Corry Station, 28 August; Naval Air Station Pensacola (NAS), 29-30 August. Sailors should contact their command career counselor for times and locations. Spouses are also encouraged to attend. The team will present a Command Ombudsman/Spouse Career Information brief 29 August on board NAS.

NAVY COUNSELORS' ASSOCIATION SYMPOSIUM REMINDER

Registration is underway for the 24th Annual Navy Counselors Association (NCA) Professional Development and Training Symposium scheduled 24-27 September in Memphis, TN. The NCA's annual symposium provides a forum where Navy leadership can communicate directly to the largest gathering of the Navy Counselor (NC) and career counselor community. This year's theme is "Ready Today through Relevant and Capable Training. The symposium provides an opportunity to discuss a broad range of career issues and concerns, and allows members to address and work toward innovative solutions to current and future retention, attrition and career development initiatives. Participants will receive training on the latest changes in enlisted detailing policies and Career Management System-Interactive Detailing, Perform To Serve, Fleet RIDE and conducting and documenting career development boards for Sailors. Breakout sessions include Enlisted Community Health, Command Master Chief and Command Career Counselor Relationships, Career Information Program Review, Career Counselor Tools, Commanding Officer Monthly Reports, and Educational Opportunities. Additionally, Navy will conduct a focus group to help policy makers gather Fleet input on upcoming changes to personnel programs. Counselors will assist with specific topic discussions and their input will be used to develop and enhance Navy policy. The objective of this focus group is to ensure the career counselors are provided an opportunity to candidly discuss changes and the impact on the Fleet. The symposium has grown over the years into an extension of the career counselor training pipeline for more than 760 active duty and Reserve Navy Counselors and countless collateral duty command career counselors who can come for training on career development programs and policies that are centered on force management in both the active and Reserve components of the Navy. According to [NAVADMIN 178/12](#), commanding officers are authorized to support attendance and may issue temporary additional duty orders at government expense after determining there is a legitimate federal government purpose and the objectives to be achieved justify the expense. More details and registration information are available in [NAVADMIN 178/12](#) posted in the message section at www.npc.navy.mil.

THIS WEEK IN NAVY HISTORY

August 20th 1969: Navy Seabees and Sailors from Helicopter Training Squadron Eight (HT-8) evacuated 820 people from Pass Christian, MS after Hurricane Camille.
August 21st 1920: Radio station built by U.S. Navy and French Government transmitted first wireless message heard around the world. At time it was the most powerful radio station in the world.
August 22nd 1912: Birthday of Dental Corps.
August 23rd 1864: RADM David Farragut's squadron captures Fort Morgan at Mobile Bay winning control of Mobile Bay.
August 24th 1942: U.S. carrier aircraft begin 2-day Battle of Eastern Solomons where Japanese task force defeated and one Japanese carrier sunk. Japanese recall expedition to recapture Guadalcanal.

QUOTE OF THE WEEK

"The task of the leader is to get his people from where they are to where they have not been."
~ Henry Kissinger